

INTERNET
FORM NLRB-501
(2-09)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

09-CA-219396

May 1, 2018

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Shamrock Cartage, Inc.		b. Tel. No. (513) 646-6472
		c. Cell No.
		f. Fax No. (877) 700-7541
d. Address (Street, city, state, and ZIP code) 2140 Maxim Drive, Rockdale, IL 60436	e. Employer Representative James Allen, Attorney Burdzinski & Partners, Inc. 922 Dry Valley Villa Hills, KY 41017	g. e-Mail jallen@burdzinski.com
		h. Number of workers employed 12
i. Type of Establishment (factory, mine, wholesaler, etc.) yard hostler	j. Identify principal product or service yard hostler, spotter	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3), (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since around January 2018, the Employer and the Union have been engaged in negotiations towards an initial collective bargaining agreement, and negotiations remain ongoing.

On or about April 13, 2018, the Employer discriminated against Union Shop Steward Shane Smith by terminating him in retaliation for engaging in protected, concerted activity in violation of Section 8(a)(3) of the Act.

Prior to terminating Smith, the Employer on or about April 9, 2018 imposed a suspension and removed Smith from service without giving the Union an opportunity to bargain in violation of Section 8(a)(5) of the Act.

By the above and by other acts and conduct, the Employer has unlawfully restrained and coerced employees in violation of Section 8(a)(1) of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

International Brotherhood of Teamsters, Local Union No. 413

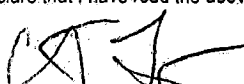
4a. Address (Street and number, city, state, and ZIP code) 555 E. Rich Street, Columbus, Ohio 43215	4b. Tel. No. 614-228-6492, ext. 22
	4c. Cell No. 614-206-9197
	4d. Fax No. 614-228-3933
	4e. e-Mail ted.beardsley@teamsters413.c

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Teamsters

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By 
(signature of representative or person making charge)

Clement L. Tsao, Attorney

(Print/type name and title or office, if any)

Tel. No. 513-287-6987

Office, if any, Cell No.
513-390-6652

Fax No. 513-721-1178

e-Mail
ctsao@econjustice.com

Address 30 Garfield Place, Suite 540, Cincinnati, OH 45202

4/30/2018

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

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